

## **The Well-Being of Service Members and Veterans in the Light of Life-Quality Surveys in Poland**

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### **ABSTRACT**

*The paper refers to the vast field of human effectiveness (HE) issues within the area of Human Factor and Medicine Panel (HMF). The best fit among the relevant topics of the Symposium seems to be: Family-Service Member Functioning.*

*The simple and provocative question is addressed by the Authors: Do the service members who participate in military (combat, peace-making and humanitarian) operations really differ from the rest of the military personnel and from the society as a whole - regarding the quality-of-life indicators obtained from survey research? The answer seems to be crucial for the strategy of maintaining the well-being of service members and their families within their natural social environments as well as within the military organization.*

*The Authors describe the findings of the survey conducted in March 2010 by the Department of Psychiatry and Combat Stress among the Polish Military Contingents (PKW) veterans and their colleagues from regular troops of the Polish Military remaining at home in their garrisons. For the sake of comparative analysis the same survey tool was adopted as the one prepared by the renown Polish survey agency for the needs of the unprecedented survey on the Quality of Life in Poland made in 2007 on the huge national sample of 38.890 interviews that allows for extremely deep comparative data mining across specific segments of Polish society.*

*A comparative analysis concerning the quality of life indicators shows that the PKW veterans achieve no lower scores than their colleagues from regular garrison troops. At the same time they do not differ from the Reference Segment of Polish population with one only but striking exception concerning general life prospects and the non-material aspects of vocational life.*

*This indicates that quite good practices are used within the Polish Armed Forces to maintain the overall well-being of the PKW veterans on the equal or even the higher level than one can find among the rest of military personnel. However there is a serious problem concerning the vocational prospects for the community under study.*

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## **1.0 INTRODUCTION**

For better understanding of the contents presented it is necessary to highlight a wider context of both practical and cognitive efforts undertaken at the level of the Ministry of National Defence that provided an inspiration for conducting the comparative life-quality survey on veterans of Polish Military Contingents comparing to the whole armed forces and a comparable segment of Poland's population. This is why we should mention the source project that includes the research efforts being presented today: „*System of Psychological and Psychiatric Support for Service Members and Veterans of Polish Military Contingents (PKW)*” conducted by the Clinic of Psychiatry and Combat Stress of Military Medical Institute in Warsaw [2]

The source project covers three groups of issues.

- What patterns of life-quality among members and veterans of Polish Military Contingents (PKW) should not escape the attention of senior MOD officials in order to employ the best suited practices for the sake of the veteran's overall well-being including social respect for their endeavours and sacrifices?
- What is the level of well-being and satisfaction with the health care offered to the military personnel, whereas special focus is shifted towards the psychological and psychiatric support addressed to the members and veterans of military missions?
- Are there any non-medical issues (concerning supplementary support or care to be taken by NGOs as well as by local communities) that should be considered indispensable for resolving problems of well-being and life quality of veterans?

The research programme aimed at provision of answers to these questions assumed breaking the whole task into two phases:

Phase 1 focused on the issue no 1.

Phase 2 that covers the remaining two areas of interest: no 2. and no 3.

## **2.0 RESEARCH STRATEGY**

### **2.1 Strategy of the Phase 1**

So far only Phase 1 has been implemented. It is conceived to obtaining an image of the quality of life of the PKW veterans, sharpened with an adequate comparative perspective in relation to other communities.

The strategy of the phase being discussed now is as follows:

A series of survey pictures of the life-quality and buoyancy is taken, with the emphasis on:

making use of some ready made survey tools (questionnaire entries) that are proven renowned for their accuracy and reliability as referred to the contemporary Poland's conditions, assuming a sufficiently deep and wide comparative perspective in order to find out what is common and what is particular about the picture of veterans' life-quality and wellness, covering some chosen issues of healthfulness and sanity as well as both psychological and psychiatric care.

Currently we are focusing on this phase. However it is worthy to give an idea of the rest of the research plan of the source project, because it shows WHAT FOR is the comparative life-quality image at all.

## **2.1 Strategy of the Phase 2**

As the aim of the phase 1 is directing the attention to possibly most promising areas for the further exploration and scrutiny during the phase 2. More extensive and diversified research strategy is implemented to both: method selection and use of sophisticated computer-aided techniques. Main assumptions for the next phase are as follows:

Once some commonalities and particularities of the veterans' life-quality picture are discerned and fixed, it is decided to get on a focused and more detailed observation of a few only, but significant „hot spots” that have proven worthy to go on, with the emphasis on:

- continual data acquisition among the target population with the aid of the innovative data acquisition tool, namely: CADAS Platform™ [3] equipped with a dedicated web service that allows for staying constantly in touch with the very body of opinion that assumes here the shape of a closed social network,
- adopting thereby standardized, possibly simple, but accurate indicators that should have the advantage of being easy and quick enough to generate valuable reports for experts and decision makers,
- continual acquisition of non-standardized „ethnographic” material e.g.: entries for survey open ends, in-depth interviews, spontaneous utterances, letters, stories, blogs etc.) in order to detect and explore unrevealed or newly emerged ‘phenomena within the area of the study.

Supposedly in the next spring (2012) the whole (source) project should be brought to its end.

## **3.0 ACQUISITION OF EMPIRICAL DATA**

### **3.1 Observation model**

Let's take a closer look at the observation model that has been used in Phase 1 being discussed here. It includes probing of the quality of life by two independently conducted opinion polls.

One was carried out on a representative sample of Poland's population, with selecting out a comparative reference group, adequate for the community of PKW veterans.

The other one was conducted on a representative sample of vocationally active soldiers of Polish Armed Forces, extended by former participants of combat, peace-making or humanitarian missions. In this case identical life quality indicators were used as in the whole-Poland survey. Moreover, carefully selected problems of situations during deployments were surveyed along with issues of psychological and psychiatric care that will be the subject of analyses within the forthcoming next stage of the source project's realisation. They will be considered then together with non-standardised data collected by means of the social web panel that concentrates not only active personnel of military missions abroad but also the injured who have ended their adventure with the armed forces.

Here are some details on the whole-Poland sample.

### **3.2 Comparative data source**

The comparative data source is the survey conducted by the CBOS (Public Opinion Research Center): „Life Conditions of Polish Society – Problems and Strategies” [1] that offers a perfect benchmark for the specific findings of the Military, due to:

- The representative, randomly drawn, extraordinarily numerous (N=38,890) sample of Poland’s general population that allows for extremely deep comparative data mining across specific segments of Polish society.
- The reference segment of Polish society filtered out from the survey database for comparative purposes.

Findings of the military sample are not directly compared to the indicators of general population of Poland as a whole. Instead of that the sub-sample of 2024 cases is extracted that match the following attributes that distinguish the servicemen of Polish Armed Forces, namely being:

Males (disregarding a very small service-women fraction),  
Full-time employees,  
Those who work for public (state) institutions and agencies,  
Within the same age spectrum as the military servicemen.

### **3.3 In-house survey**

The data imaging the unique traits of military communities were obtained by means of an in-house standard survey conducted by The Military Medical Institute on: *“Life-Quality and Well-Being of Service Members and Veterans of Polish Military Contingents (PKW)”*, based on the combined sample consisting of:

- The main representative sample of **526** vocationally active soldiers of Polish Armed Forces. It was built by the Military Bureau for Social Research in accordance with the departmental procedures of drawing survey participants from military units across the domestic garrisons.
- „Booster” of **114** active soldiers who have formerly served in Polish Military Contingents. It expanded the chosen subgroup of the main sample. The drawing rule was: 100% veterans from military units drawn into the main sample receive invitation to the poll.  
The field-work was accomplished in March 2010 by the professional personnel of the Military Bureau for Social Research of Polish MOD.

### **3.4 Compatibility issue**

It is noteworthy that the military survey was conducted in spring 2010, i.e. in the first phase of the crisis disturbances in world markets while the whole-Poland comparative data were collected in the autumn of 2007, in the period of a relative boom. The time distance of 2.5 year, the end of which was rich in important changes in the economic situation in the world, may raise concerns about legitimacy of the life quality comparisons.

Having analysed long-term fluctuations of the life-quality indicators in Poland, presented in the report of the CBOS survey referred to, it can be noticed that they have not undergone any significant changes in the recent dozen or so years. No rapid worsening has been observed even after the outbreak of the financial crisis connected with the Lehman Brothers’ bankruptcy in 2009 and a quite significant drop in exchange ratio of Polish currency.

As no funding was available for conducting a dedicated nationwide survey in parallel to that carried out within the armed forces, it was decided to make use of the comparison potential offered by the huge sample of more than 38,000 interviews conducted on order of the Chancellery of the President of the Council of Ministers.

Let's return to the military sample within which PKW veterans, representing the primary centre of interest in the discussed research project, were separated.

## **4.0 DISTINGUISHING FEATURES OF PKW SERVICEMEN**

PKW servicemen differ from the rest of vocationally active soldiers of Polish Armed Forces in few respects that should be kept in mind during the discussion on the presented survey findings.

### **4.1 Type of position**

The lower-level commanding officers of the operation troops are much more frequent among PKW servicemen (36%) as compared to the general sample (21%), at the cost of headquarters-, logistic-, administration and other officers. Chi-Square 2-sided Sig level = 0.022

### **4.2 Vocational experience**

In terms of vocational experience we notice that rookie servicemen (having no more than 5 years of vocational military service) prevail (61%-71%) within the two military personnel fractions under comparison. However, the experienced soldiers (6-10 years of vocational career) occur much more frequently (39%) among PKW veterans as compared to the general Polish Armed Forces sample (23 %). Chi-Square 2-sided Sig level = 0.008

### **4.3 Age**

In terms of the age there are two times less of the youngest people among PKW veterans: up to 25 years old (12%) as compared to the general Polish Armed Forces' sample (24 %).

In the same time within the PKW sample there are much more servicemen who belong to the next two age intervals: from 26 up to 35 year (63%) as compared to the general Polish Armed Forces' sample (40 %). Age's potency of PKW forces is considerably boosted. Chi-Square 2-sided Sig level = 0.003

### **4.4 Mission type**

In order to supplement the image of the PKW veterans community's image it should be mentioned here that they represent the whole spectrum of experiences that can be currently taken out from participation in Polish Military Contingent. Here we have participants of all kinds of missions, with the largest share of combat missions.

Frequency distribution of the mission type among the PKW veterans is as follows:

- 38% - Combat only,
- 24% - Humanitarian only,
- 23% - Peacekeeping only,
- 14% - Miscellaneous including combat,
- 1% - Miscellaneous without combat.

#### 4.5 General profile of PKW veterans

As can be seen, PKW veterans are really the cream of the cream. This is the group where people fulfilling front-line (command) functions, those having a more extensive experience measured with the number of service years in the forces and also people in their best young years (but already not youth) to manage difficulties and risks of the service, occur much more often than in the general Polish Armed Forces' sample. Let's notice that all these distinguishing features do not represent any unambiguous premises of either worsening or improvement of life quality indicators in this community.

#### 5.0 COMPARATIVE OBSERVATIONS CONCERNING PERSONAL FEELINGS

With the kind permission of CBOS Foundation the following four indicators have been adopted from their grand project in order to discern peculiarities of PKW servicemen personal feelings about their life-quality against the regular military servicemen and their civilian counterpart:

General Feeling of Being Pleased with Life,  
Aspects of Life Satisfaction,  
Mental Condition,  
Resourcefulness /Helplessness.

#### 5.1 General Feeling of Being Pleased with Life

Table. 1. General feeling of being pleased with life

General Satisfaction about Whole Life	Average (1-5)	Very Pleased (5)	Rather Pleased (4)	Moderately Pleased (3)	Rather Not Pleased (2)	Very Displeased (1)
Polish Armed Forces (WP) in total <b>n=512</b>	3.956	18.9 %	61.8 %	16.2 %	2.2 %	0.9 %
WP - PKW Veterans <b>n=114</b>	4.061	22.8 %	64.0 %	11.4 %	0.0 %	1.8 %
CBOS Reference Group <b>n=2,021</b>	4.020	22.0 %	59.4 %	17.1 %	1.4 %	0.0 %

Three things are noteworthy here (Tab. 1):

A high and surprisingly equalized level of the general life satisfaction indicator in all three communities.

Servicemen are not different than the comparable segment of society.

PKW veterans seem to have a slightly better score than the rest of the armed forces and the reference group of Poland's nationwide sample, but the difference is not statistically valid.

#### 5.2 Detailed aspects of everyday life satisfaction

A very interesting image emerges from a hierarchy of 11 realms of life satisfaction sorted by the diminishing value of satisfaction indicator<sup>\*)</sup>. The fact that attracts attention is a clear hierarchy of the areas associated with satisfaction: the privacy area is a stronghold of satisfaction while the area of vocational and material status more often generates a sense of dissatisfaction.



Table. 2. Satisfaction scores across 11 detailed aspects

Satisfaction Aspect	WP in General	WP – PKW Veterans	CBOS Reference Group
Children	4.18	4.618	4,669
Marriage	4.374	4,293	4.541
Friends and Closest Acquaintances	4,096	4.237	4,227
Place of Residence	3,918	4.088	4.021
Health Condition	3,958	4.027	4.012
Education and Skills	3.756	3.886	3.951
Housing Conditions	3.164	3.268	3.811
Job	3.583	3.696	3.810
Prospects for the Future	<b>2.758</b>	<b>2.938</b>	<b>3.549</b>
Material Conditions of Life	3.215	3.283	3.317
Incomes	3.099	3.079	2.981

\*) Average value of responses between: 1 for being “very unsatisfied” and - 5 for being “very satisfied” with the given aspect.

In the hierarchy of 11 aspects of life situation (Tab. 2) we observe that:

Private life elements (family, acquaintances, residential environment) get the highest score.

The second position goes to elements of personal capital (health, education).

The next positions are given to professional activity (job, career prospects) while material situation (incomes and material conditions) is at the very bottom.

Career prospects are perceived differently in the communities being compared.

One thing should receive immediate attention, namely the difference in level of satisfaction with prospects for the future between servicemen and civilians from the reference group:

Civilians show much better attitude in relation to their general prospects for the future than the military.

Thereby PKW participants show a slightly better feelings than the general military personnel.

More detailed findings to be reported below give us another occasion to look carefully at some other aspects of the problem.

## 5.3 Detailed aspects of mental condition

The mental condition of the civilian and military communities being examined were surveyed by means of a battery of 10 questions about frequency of experiencing 6 negative feelings and 4 positive ones. The indicators obtained are within the range:

from 1 (the least desirable frequent experiencing of negative feelings and rare experiencing of positive feelings).

to 4 (the most desirable frequent experiencing of positive feelings and rare experiencing of negative feelings).

Scores concerning the indicators for negative feelings are as follows (Tab. 3):

Table. 3. Aspects of life satisfaction – negative feelings

Negative Feelings	WP in General Average Value (1-4)	WP Veterans PKW Average Value (1-4)	CBOS Reference Group Average Value (1-4)
Being Unhappy	3.352	3.482	3.422
Rage	3.270	3.554	3.320
Helplessness	3.215	3.325	3.272
Discouragement	2.957	3.228	3.067
No control of life	2.023	3.14	3.016
Irritation	2.804	3.098	2.798
Index for all negative feelings	2.922	3.108	3.149

Minimum (least desired) = 1; Maximum (most desired) = 4

Scores concerning positive feelings are as follows (Tab. 4):

Table 4. Mental condition – positive feelings

Positive Feelings	WP In General Average Value (1-4)	WP –PKW Veterans Average Value (1-4)	CBOS Reference Group Average Value (1-4)
Certainty Things Are Good	2.646	2.735	2.820
Satisfaction due to Success	2.640	2.561	2.802
Pride in Achievements	2.569	2.667	2.772
Curiosity	2.545	2.474	2.684
Index for all positive feelings	2.598	2.607	2.769

Minimum (least desired) = 1; Maximum (most desired) = 4

The aggregated index was calculated for all 10 components (Tab. 5):

Table. 5. Mental Condition – Aggregated Index

Aggregated Index	WP in General Average value (1-4)	WP –PKW Veterans Average value (1-4)	CBOS Reference Group Average value (1-4)
All feelings – negative and positive	3.489	3.533	3.535

Minimum (least desired) = 1; Maximum (most desired) = 4

The above results are unambiguous. We find out two things:

High and very even level of 10 mental condition indicators in all three communities.  
Servicemen, and especially PKW veterans, are not different than the comparable society segment.

The lack of diversity in the communities surveyed in terms of the mental condition indicators results probably from the universal nature of observed feelings. They are experienced by all people, they are elusive and finally they may accompany nearly all everyday life events. It seems highly probable that a significant differentiation in these indicators would be revealed primarily on the ground of differences in individual mental constitution of human individuals (temperament, balance, fear level, etc.), but with no direct bearing on social-structural membership alone, with the provision however that some structures tend and affiliate peculiar types of personalities to promote specific behaviour among its members.

## 5.4 Feelings of Resourcefulness / Helplessness

We see a similar lack of differences is to be discerned in the area of resourcefulness and helplessness feelings. Frequency of occurrence of four negatively defined situations was surveyed in the group of negative feelings (Tab. 6).

Table. 6. Resourcefulness / helplessness – negative feelings

Negative Feelings	WP in General Average value (1-4)	WP- PKW Veterans Average value (1-4)	CBOS Reference Group Average value (1-4)
It often happens to me that I begin something but then I'm seized with discouragement and give up before achieving the goal.	3.655	3.789	3.640
I'm horrified by the thought that in order to achieve something I would have to start many things anew.	3.236	3.372	3.199
I have a slight control over the events that happen to me.	3.061	3.114	3.109
In current Poland one cannot expect an improvement in his/her situation.	2.994	3.026	3.027
Index for All Negative Feelings	<b>3.235</b>	<b>3.325</b>	<b>3.246</b>

Minimum (least desired) = 1; Maximum (most desired) = 4

There was surveyed also the occurrence frequency for four positively defined situations (Table 7):

Table. 7. Resourcefulness / Helplessness – Positive Feelings

Positive Feelings	WP in General Average Value (1-4)	WP –PKW Veterans Average Value (1-4)	CBOS Reference Group Average Value (1-4)
Certainty Things Are Good	2.646	2.735	2.820
Satisfaction due to Success	2.640	2.561	2.802
Pride in Achievements	2.569	2.667	2.772
Curiosity	2.545	2.474	2.684
Index for all positive feelings	2.598	2.607	2.769

Minimum (least desired) = 1; Maximum (most desired) = 4

The aggregated indicators look as follows (Table 8):

Table 8. Resourcefulness/Helplessness – Negative and Positive Feelings

Aggregated Index	WP in General Average value (1-4)	WP –PKW Veterans Average value (1-4)	CBOS Reference Group Average value (1-4)
All feelings – negative and positive	3.489	3.533	3.535

Minimum (least desired) = 1; Maximum (most desired) = 4

The conclusions are as clear as in the case of mental condition indicators:

High and very even level of 8 resourcefulness / helplessness indicators in all three communities.  
Servicemen, and especially PKW participants, are not different than the comparable society segment.

## 5.5 Discussion concerning personal feelings

The four above presented aspects of personal feelings concerning satisfaction with life, e.g.:

General Feeling of Being Pleased with Life

Detailed Realms of Life Satisfaction (with one striking exception of life prospects among 11 items)

Mental Condition

Resourcefulness /Helplessness

have one fundamental commonality, namely the lack of statistically important diversity across the communities surveyed.

This similarity to be discerned in the armed forces and in civilian population, means that we have normal people in Polish Armed Forces, and, to be more precise: there are no signs of concentration of people showing peculiar features of sensitivity or personality.

This observation is equally trivial and important because as a matter of fact it shows the process of candidate selection for military profession is not distorted. Anyway it allows for considering the area of recruitment practice in Polish Armed Forces rather unimportant in the context of shaping the soldiers' mental health and provision of psychiatric prevention. What's more important, this refers to both the general population of soldiers being trained in their garrisons in Poland and those deployed within PKW. This result directs closer attention to intra-military premises of developing soldiers' quality of life and mental condition in the areas showing the occurrence of significant differences, i.e. in the feelings of the three communities surveyed about their material and vocational situation.

## 6.0 COMPARATIVE OBSERVATIONS CONCERNING EARNINGS AND VOCATION

Another two indicators have been adopted from the grand CBOS project in order to discern peculiarities of PKW servicemen personal feelings about their material and vocational situation against the regular military servicemen and their civilian counterpart :

Material Situation

Vocational Situation.

## 6.1 Material situation

Table 9. Material Situation

Which one of the expressions listed below is the best description of how money is spent in your household ?	WP in General ln=503	WP- PKW Veterans n=114	CBOS Reference Group n=2,024	CBOS Population in General n=38,866
	%			
We live very poorly – I (we) do not have enough to fulfil even the basic needs.	1.6	0.0	0.7	<b>3.2</b>
We live modestly – we have to be very economical every day.	12.7	12.2	15.5	<b>26.1</b>
We live averagely – we have enough for everyday life but we need to save money for major purchases.	69.8	66.1	64.4	<b>55.7</b>
We live well – we have enough for many things without special saving	14.9	<b>21.7</b>	18.2	<b>13.9</b>
We live very well – I (we) can afford some luxury.	1.0	0.0	1.3	1.1
Total	100.0	100.0	100.0	100.0

We see surprising differences among the communities compared in terms of the distribution of statements on money management, whereas one can easily discern (Tab. 9):

Particularly high percentage of good material condition indications among PKW participants.

Dissimilarity of the distribution in Polish society as a whole. Negative opinions predominate here and the domination of the middle of the scale is smaller.

A striking distribution consistency for feelings concerning the material level of life in both military communities and in the reference segment of Polish society.

The presented results allow for determining the status of the feelings of the surveyed veteran community as relatively the best comparing to the other communities. Therefore this area of reality can be estimated as not too much promising for explanation of the MoD's troubles with bad moods and threats to mental condition of the PKW veterans.

However, this is not the case with issues related to vocational situation. An indication has already emerged earlier, in the context of a general perception of life prospects, that this is a hot spot in soldiers' life situation, especially that of PKW veterans, comparing to feelings of the corresponding segment of the general population. And here is a more detailed picture of the issues involved.

## 6.2 Vocational situation

Table 10. Vocational situation

Does your current job...	WP in General n=513	WP -PKW Veterans n=114	CBOS Reference Group n=2,023
require improvement of skills	3.661	3.775	3.920
is interesting?	3.617	3.685	4.009
is in line with your educational	3.331	3.339	3.854
give a sense of important tasks?	3.312	3.405	<b>4.140</b>
provide employment certainty?	3.095	3.216	<b>4.013</b>
provide good compensation?	2.941	2.991	2.863
provide chances for development?	2.654	2.628	<b>3.475</b>
is connected with allowances?	2.586	2.622	<b>3.237</b>

A striking dissimilarity of distribution can be observed in the reference group filtered out from the nationwide sample where belong: men-civilians in their prime, full-time employees of the public sector, having the same age profile as professional soldiers (Tab. 10):

- Comparing to the civilian reference group, both PKW veterans and regular servicemen show surprisingly and in the same time alarmingly low level of vocational satisfaction.
- **The non-material aspects of the vocational activity** constitute the outstanding differences between the military and the comparable fraction of general population. Here belong especially: **chances for development** and **employment certainty**, as well as: sense of task importance, interesting job and allowances.
- The military on the other hand more often than civilians demonstrate satisfaction with their compensation.

## 6.3 Discussion concerning material and vocational situation

In this place we encounter the extremely important problem of a non-material gratification by such factors like: vocational elevation, increasing prestige and paying respect and alike. It seems to be a curiosity that civilians working for public institutions achieve satisfaction in this dimension more frequently than servicemen and especially PKW veterans.

There are at least two competing hypotheses requiring possible examination by means of further research:

Polish Armed Forces are currently undergoing a deep reconstruction in terms of its organisational structures, human capital, social image, etc. that results in the fact the existing promotion mechanism and career prospects are not perceived as good as in more stable civilian structures.

The military by its nature (as a bureaucratic organisation) generates very formalised endemic mechanisms of career path and promotion that constitute too stiff a straitjacket for career aspiration of the personnel who in particular expect deficit non-material gratifications corset in exchange for their devotion and exposure to health or even life. A shortage of these gratifications does not have to be associated with any mistakes or distortions of the official practice. Even with perfect promotion procedures it is not possible to move up career prospects for all those who deserve it.

The better result of the veterans against the background of other soldiers indicates that within the bureaucratic structure of Polish Armed Forces there are visible some modest positive effects of non-material gratification elements (a formal promotion or community prestige) connected with participation in PKW.

## **7.0 CONCLUSIONS**

Two points should be made regarding the hitherto empirical findings that should count as lessons learned from the reported research:

- Life quality of PKW veterans in general does not differ from condition of either the whole population of Polish Armed Forces' soldiers or the comparable segment of general population of Polish society and in some cases it is even better.
- The only observed phenomenon that requires special attention of the central-level decision makers is a deficit of the sense of vocational prospects and non-material values of performing the profession.

Point number 2 indicates the most promising area of exploration for the Phase 2 of the source project.

As regards the indications for policy makers within the military, it appears that the most promising area of effective mental condition stabilising and improving veterans' feelings on life quality is that of life prospects and in particular the issues of non-material gratifications provided in exchange for efforts and devotion. We mean not only promoting real achievements in individual careers within elevation procedures but also the rare good of colleague's friendliness, social respect, just appreciation of services and fair appraisal of professional achievements of people wearing uniforms.

Perhaps let's start with inviting retired soldiers to the ceremony of exchanging Christmas greetings and simply counting the pensioners to our regiment, battalion or company tribal elders, even if they took off their uniforms quite a long time ago and talk nonsense a little bit....

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